

Subject: Re: [TZM CORE] My next 2 months and partial exit from TZM

From: Kari McGregor <karin@thezeitgeistmovement.com>

Date: 26/11/2012 4:34 PM

To: tzm-core-team@googlegroups.com

Warning: long read ahead! Make a cup of tea, grab some biccies, and pay close attention!! ;-)

Cheers for posting that article Andres - it provides some useful food for thought that I hope people will chew on :-)

As a basis for considering governance models the article was useful, although rather narrow in scope. Other governance models to consider may include, but not be limited to: direct democracy, consensus democracy, sociocracy, demarchy, panarchy, sortition and heterarchy. All of those can be looked up on Wikipedia for a quick overview. Bashing out the pros and cons of each model might prove a fruitful exercise for determining which model provides the most appropriate basis for our needs. From there onwards we may be able to develop a model that is specifically tailored to the RBEM. Currently our model is closer to a benevolent dictatorship with elements of feudalism than to anything else, sadly, and all is done to a highly unprofessional standard.

Two issues here stand out to me:

1. In order to select an appropriate governance model we need to clarify what kind of entity we are - i.e. are we a movement or an organization. Currently TZM seems to have an identity crisis - marketing itself as a movement but trying to behave like an organization without the professionalism required to make that work. I think that once a choice is made there we can tailor our governance structure to suit.
2. Presumably if we are to walk our talk and be the change (any other over-used kitschy phrases I should chuck in there?) we should be implementing the governance model that would be used in the RBEM. In order to do this we need to clarify what it is. Thus far we haven't really done that - although I have attempted to raise the topic a couple of times in this group. If we aren't clear on the details of the RBEM economy, governance and culture we can't exemplify that which we wish to create (and yes... I know it is stated in brief, and speculated on ad infinitum all over the place... but there is no complete emergent design model). The system needs to be designed and clarified. Unfortunately Fresco's RBEM isn't a complete design - or at least there isn't a full design that I have been able to find either by myself or through asking around. I have seen complete systems designs from other organizations and nussed out the basics for the RBEM myself (I've attached the PPT slides that accompanied my presentation at the QLD systems design studio earlier this year - I've sent these out before but received no feedback - ironically I've received a lot of feedback outside of TZM and this has got us places). What I'd really like for us to do is clarify all of these and then start exemplifying our talk.

Okee - so - whatever this team decides to go ahead with I'm sure I'll have little influence. It seems to me that some here are more equal than others, and 2 have bailed (Jen & Jason), leading me to speculate that this is not a real core team at all as I am certain that they remain active and influential at the core.

However, I see it as worth pointing out that Integrative Services, the organization I co-founded along with 5 other systems thinkers (3 PhD's and a shit-load of scientific publications between them humbles me massively! Our group is made up of: an architect-turned ethics-oriented systems designer; a geologist & marine biologist who works in environmental policy; the creator of the Carrying Capacity Dashboard; the creator of the world's first robust open-source knowledge repository; and another programmer... I'm the education guide and do a lot of front-of-house stuff as what I lack in technical expertise I make up for in communication skills when it comes to conveying the complexities to multi-level players...) has taken the time to come up with our governance model before rushing into operations. We started with a sociocratic model which leaves us room to breathe and work on our areas of expertise while coming together for consensus regarding major decisions (major defined as those which impact others - not just our own workflow). At present I'm beefing up the knowledge repository with some research into the various governance models. Once I've extracted and shaved up the data regarding pros and cons (need evidence weighted for reliability for each) it goes into the knowledge repository which crunches the weighted data and comes up with a suitable answer to the question asked - i.e. what is the most appropriate governance model for achieving xyz? I explain that stuff really basically because I really am not at all savvy about the techy side of the supercomputer :-P Anyways - the point is we took 6 months (with several 3-4 day-long residential marathon planning sessions) to come together and come up with a working model from which to develop. From there the original 6 co-founders were able to start connecting with others who are able to fill our skills-related gaps and assist us with the physical infrastructure to put our model in the petri-dish, so to speak.

I would have loved it if I had received more positive feedback from TZM regarding this as I previously felt that TZM should absolutely be involved in such ground-breaking projects. However, having received either no feedback or negative feedback (along the lines of "*we're* not ready so *you* can't do it") I settled for just getting on with what needs to be done at the pace I work at. I think it's past-time for TZM to really be able to be involved as the team don't take us seriously (they take me seriously as they've experienced working with me - but want nothing to do with TZM) due to our obviously malfunctioning half-baked system.

Anyways - regardless my obvious disenfranchisement with TZM and our current self-defeating structure I will share the model Integrative Services have been working with in order that this group can at least have some food for thought to take on board. You'll do with it what you will. Anyways - the following is the approach we've used for systems design and implementation:

T - Threats
I - Interests
M - Metaconstitution
E - Ethics
S - System/s

P - Policy
S - Strategy
O - Operations

- The **Threats** stage involves collaboratively establishing consensus regarding what universal threats humanity faces. This seems pretty straightforward, but you'd be surprised (perhaps) to see how many discrepancies can arise due to worldviews that are not identical from one person to the next. Arguably TZM has made assumptions regarding these, but gone through no same-paging exercise.
- The **Interests** stage involves collaboratively establishing consensus regarding what universal interests

humanity shares. Again, this seems pretty straightforward, but, again, you'd be surprised (perhaps) to see how many discrepancies can arise due to worldviews that are not identical from one person to the next. Arguably TZM has made assumptions regarding these, but gone through no same-paging exercise.

- The **Metaconstitution** stage is where it all starts to get really interesting. This stage involves "metaconstituting" in preparation for constituting - meaning consensus is attained regarding participatory principles such as appropriate rules of engagement, metacommunication, priorities-setting, etc. I can provide the working document we've developed for this upon request. TZM has not attempted this stage, instead making assumptions and setting some protocols and procedures, which are often broken by those who set them. I have attempted to address this with the GCA and global core, but to no avail.
- The **Ethics** stage forms the basis of a constitution, as, arguably, ethics must be the foundation of the principles of any system. Again, there may be assumed consensus regarding ethics, but it is an area where, in practice, many differences become evident and consensus isn't necessarily easy to reach and cannot be taken for granted. I occasionally mention this philosophical concept here in the core team, but it's never addressed.
- The **System/s** stage is, for me, the most fun part - designing a system (or "systems-corrective" measures to address threats and interests) based on all of the above. The system obviously has to address all universal threats and interests, and be rooted in ethics. With a working metaconstitution the design of this system will be possible to achieve via consensus, although this cannot be a rapid process and will forever be improved upon via the knowledge-repository feedback-loop. Now, TZM has not gone through this process at all, but adopted TVP's RBE, arguably without clear comprehension on the part of all involved - including Jacque Fresco - as to what the design of a whole system requires, and how to go about it. I fear we've been somewhat lazy in taking this all for granted, and have attempted to address the need for same-paging the system with this core team... again to no avail.

Okee.... so I guess that's a lot of information for now, but there's more....

- The **Policy** stage refers to what happens after the systems design - i.e. designing appropriate policies to ensure that the system can function from a philosophical and governance perspective. This is the stage many reformist groups that exist to address flaws in our political system are at. It is a vital step, but should not be approached as sewing on a patch, instead being only really useful once the T -> S stuff has been addressed. TZM tends to gloss over the need for this, misunderstanding policy as partisan politics and governance... and replacing it with nothing really...
- The **Strategy** stage refers to planning the logistics of how the required process and infrastructure, etc, of a system could be transitioned toward and implemented. Again, TZM misses this stage, rather blurring what is needed or just being vague, not recognizing this as a step at all or just "leaving it up to the experts" like TVP, who haven't been through this stage either.
- The **Operations** stage refers to the actual infrastructure - the design and implementation of whatever is needed - both in the techy and non-techy senses. TZM are not at this stage and do not consider that we are capable (although PJ perhaps has some ambitious plans for the Global Redesign Institute - presumably to redeem the Movement post-TVP by showing them "we can do it too"?), leaving it, generally, to TVP - who are almost entirely functional at this level despite having left out most of the preceding stages (meaning that the likelihood of them having "the right answer" is slim and largely based on chance).

Okee - so I guess it's pretty apparent that most established institutions of society are operating at the P-S-O levels, and not appealing to anything from the T-I-M-E-S levels, meaning that they keep failing to make meaningful change due to having not addressed the most fundamental stages. This is what Fresco means when he refers to "patchwork", although he makes the same mistake himself.

Anyways... where am I going with all this? Well I'd like to see this process incorporated into a Wiki so that anyone joining such a project can actually go through these stages at their own pace, in collaboration. A Wiki provides a platform for engagement of this sort that doesn't hold back those who have already collaboratively completed parts of the journey whilst facilitating an un-rushed staged journey for newcomers through the gate. It also provides a vital feedback loop, meaning that we don't have to treat the process as linear, constantly refining each stage based on what comes up from its subsequent stages, and so on.

in what I call an "Integrity Challenge" (see third attachment for stages of integrity development" - would love some feedback on that, as well as the other 2 docs).

Okee... I think I've talked enough for one day and have work to get back to...

Looking forward to some feedback/questions/engagement emerging from all of the above.

Cheers & take care,

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Kari McGregor

The Zeitgeist Movement, Global Core Administration for Asia-Pacific region

Skype : karinellenmac

Email : karin@thezeitgeistmovement.com

Website : www.zeitgeistaustralia.org

Website : www.thezeitgeistmovement.com

A Resource Based Economy; For the love of life, not the love of money!

On 26/11/2012 6:13 AM, Andrés Delgado wrote:

Michael shared this two days ago:

<http://www.oss-watch.ac.uk/resources/governanceModels>

Saludos,

Andrés Delgado

El 25/11/2012, a las 13:05, "Peter GMP" <gmpfilms@gmail.com> escribió:

Cliff - Would you like to create a document to describe the ideal "structure" you envision? While I understand the complaint(s) well, I'm not sure of the true feedback. I do agree with the "Job" notion but this is easier said than done and why I am see merit in a "smaller", protocol based initiative for activism. I could be wrong but the problem is direction and my hope is the new Orientation, coupled with some simple Chapter direction can set groups "in motion" in a way that avoids admin problems to which we have limited capacity. -Peter

On Fri, Nov 23, 2012 at 12:04 AM, Zeitgeist Canada <cliff@zeitgeist-canada.com> wrote:

Pretty much agree with all that David, I feel the same way and have for a couple years now. I have tried to illicit change subtly as we are all volunteers (etc.) but that does not excuse

a job that needs to be done and is completely and totally not being done and excuses is just that.... excuses.

Infrastructure and proper development of global chapters to unite around the world as one voice was lost. I felt this long ago prior to Addendum being released and saw the writing on the wall and it had nothing period to do with Venus Project what so ever, although that was used as a bit of an excuse. The proper management team and structure needed to pull this together was simply not in place.

I could sense you David and I could sense Mato as well. I agree with you and it's been like pulling teeth to try to get a thought across. And it's been to know avail.

I have been disheartened with what could have been. And like I say this is before the release of Z 2. This is not new. It all comes down to management. If you don't want it, (management) then don't expect results. You get what you pay for.

Cliff

From: [David Z](#)

Sent: Thursday, November 22, 2012 9:51 PM

To: tzm-core-team@googlegroups.com

Subject: [TZM CORE] My next 2 months and partial exit from TZM

Hello peeps,

After much thought and many observations about the movement, I decided that I will slowly exit from most positions of responsibility I currently hold within TZM. This transition will be spread though 2 months, and by the end of this year I shall be officially not holding the responsibilities clarified in detail below. If any of the mentioned task below aren't picked up by other volunteers I shall send all relevant passwords/logins/files/contacts to the most responsible person in the GCA, which is, in my humble opinion, Darr.

I'm happy to explain my rationale/reasoning for exiting from my responsibilities if asked in a private message, but, in general, the reason is a mixture of: disappointment; lack of progress; lack of collaboration; power struggles; internal politics; and not walking our own talk (especially within the realm of decision making) within TZM.

My current major responsibilities are:

- maintaining zeitgeistaustralia.org + developing it
- developing the zeitgeistaustralia2011 WordPress chapter theme
- hosting a few other chapter sites
- maintaining z-tabzilla + developing it
- coordinating the Australian chapter
- assisting with chapter development and reviews in the Asia-Pacific region on behalf of the GCA
- Spirit of the Times magazine project
- Digital Development team coordination
- coordinating the Movies that Matter Project in Australia

- organizing TZM Asia-Pacific meetings and maintaining records
- organizing TZM Australia meetings and maintaining records
- developing the censorship protocol
- managing TZM Australia facebook and twitter
- acting as contact person for Australia
- also on my to-do list is to add z-tabzilla to tzmchapters.net

By the end of this year, I will formally leave the GCA, the coordination of the Asia Pacific region, and many of the responsibilities that fall on Australian chapter coordination.

I shall be actively seeking to hand over responsibilities to willing volunteers in the GCA, Asia Pacific, and Australia respectively. Therefore my responsibilities starting from the new year will look as follows:

- maintaining zeitgeistaustralia.org
- hosting a few other chapter sites
- Spirit of the Times magazine project
- acting as contact person for Australia

From the new year onwards I will not be willing to pick up any new tasks or responsibilities. I shall continue to uphold the above responsibilities until either the view-count on zeitgeistaustralia.org drops down to ~50 views per day (currently its ~250) OR a new chapter administrator will step up - whichever happens first.

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The responsibilities listed below are within the scope of the GCA, and I am offering them to (a) willing GCA member(s); otherwise I shall close the project(s) and ask the team members to either become autonomous or disperse.

- developing the zeitgeistaustralia2011 WordPress chapter theme
- the Digital Development team management
- developing the censorship protocol
- managing z-tabzilla
- to add z-tabzilla to tzmchapters.net

In respect to other responsibilities I shall work to find a replacement person/people to fulfill these. If I have problems with this I will inform the GCA about it.

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Global Chapters Administration Trello - status and to-do list:

<https://trello.com/board/tzm-global-core/4f77abf5b625547d2808c0f1>

Global Core Team Trello board:

<https://trello.com/board/global-chapters-administration/4f199b088ab038761f17b066>

(Ask Darr to be invited to Trello Boards)

Worldwide chapters contacts and data spreadsheet:

<https://docs.google.com/spreadsheet/ccc?key=0AkGDKF--mcLjdDdUa0FBRI1BqQlhpbl3VnduS09tT1E#gid=2>

TZM Core List of Concerns:

https://docs.google.com/document/d/1VF9wS5MRIK_2lAW2rKvU3oop8owKrysGkLjZZyyFTlw/edit

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